



31 **WHEREAS**, AFGE committee of investigation guidelines and procedures manual prepared by  
32 the Office of General Counsel states on pg4 "The deadlines set forth in Article XXIII apply to  
33 Local and Council committees of investigation and trial committees. They do not apply to  
34 independent committees appointed by the National President under Article IX, Section 5."  
35

36 **WHEREAS**, When the National President suspends a local or Council officer or intervenes in  
37 charges filed at the Local or Council level there are no time limits for the establishment of an  
38 Investigation or Trial committee, etc. as such the National President, the Investigation or Trial  
39 Committees if established can do nothing and not be in violation of AFGE's Constitution.  
40

41 **WHEREAS**, Article XXI Sec 7 states "No action shall be taken against national council officers  
42 by the NEC or National President without due process. Such due process will be consistent with  
43 the provisions of Article XXIII, and the trial or hearing panel shall be composed of three  
44 members, at least one of whom shall be a national council president and the second an  
45 independent arbitrator chosen from a list of seven arbitrators provided by the FMCS. The  
46 National Office shall strike the first name followed by the charged officer, with both parties  
47 alternating until one name remains.  
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49 **WHEREAS**, A Local officers should be afforded the same due process as Council officers.  
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51 **WHEREAS**, rightfully so, Investigation and Trial Committees appointed by the President are  
52 reimbursed for lost wages, travel cost to and from the hearing, lodging etc. Therefore, the cost of  
53 a single independent arbitrator could be less or comparable to the cost associated with a three  
54 member panel appointed by the National President.  
55

56 **WHEREAS**, The use of independent arbitrators provides a higher level of creditability and  
57 confidence the issue will be decided without undue influence.  
58

59 **THEREFORE BE IT RESOLVED**, Article IX sec. 5(d) will be amended to read The National  
60 President shall be authorized to suspend immediately, after an investigation is conducted, and

61 completed, any officer of an affiliate for serious misconduct.

62

63 **THEREFORE BE IT RESOLVED,** "No action shall be taken against a Local officer by a  
64 National Vice President, the NEC or National President without due process. Such due process  
65 will be consistent with the provisions of Article XXIII, and the trial or hearing panel shall be  
66 composed of three members, at least one of whom shall be a Local President and the second an  
67 independent arbitrator chosen from a list of seven arbitrators provided by the FMCS. The  
68 National Office shall strike the first name followed by the charged officer, with both parties  
69 alternating until one name remains shall be added to Article IX Sec. 5(d)

70

71 **THEREFORE BE IT RESOLVED,** No Local or Council officer will be suspended prior to the  
72 completion of an investigation by an investigation committee. The committee of investigation has  
73 45 days to complete their investigation.

74

75 **THEREFORE BE IT RESOLVED,** Given trial committees and investigations (when  
76 conducted) are currently being funded. No additional PCT is required or will be requested.

77

78 **THEREFORE BE IT RESOLVED,** When the National President prefers charges against a  
79 Local Officer per Article IX 5(d), or intervenes in a Local or Council per Article IX 5(e) an  
80 independent arbitrator will be selected to hear the case. The arbitrator will be chosen from a list  
81 of seven arbitrators provided by the FMCS. The National Office shall strike the first name  
82 followed by the charged officer, with both parties alternating until one name remains.

83

84 **THEREFORE BE IT RESOLVED,** Within 10 days after the National President suspends a Local  
85 Officer per Article 5(d) or intervenes per Article IX sec 5(e) the National office will request a list  
86 of seven arbitrators from FMCS.

87

88 **THEREFORE BE IT RESOLVED,** The deadlines set forth in Article XXIII which apply to Local  
89 and Council committees of investigation and trial committees, shall also apply to actions taken by  
90 the National President under Article IX Sec. 5(e) with the understanding the schedule of an

91 arbitrator will impact a trial time line.

92

93 Committee Action: F Workshop Action: A Convention Action A

94 ( Adopt = A Combine = C aMend = M Fail = F )

95 Amendment:

1 **ARTICLE XXI COUNCILS**

2 **RESOLUTION # 1002**

3 **Submitted by**

4 **Council 214 (AFMC) and Local 911 (HUD, D-7)**

5  
6 **WHEREAS**, Article XXI sec. 7 States "No action shall be taken against national council officers  
7 by the NEC or National President without due process. Such due process will be consistent with  
8 the provisions of Article XXIII, and the trial or hearing panel shall be composed of three  
9 members, at least one of whom shall be a national council president and the second an  
10 independent arbitrator chosen from a list of seven arbitrators provided by the FMCS. The  
11 National Office shall strike the first name followed by the charged officer, with both parties  
12 alternating until one name remains."

13  
14 **WHEREAS**, AFGE removes/suspends a council officer from their council office position.  
15 AFGE will then prefer charges against the suspended council officer. AFGE will then tell the  
16 suspended council officer they are not entitled to participate in the arbitrator selection process  
17 because they are not a current council officer.

18  
19 **WHEREAS**, For AFGE to suspend or remove a person from a Council Officer position, then at a  
20 later date charge them for alleged actions during the time they were a Council Officer and say  
21 because they are not a current Council Officer article XXI section 7 does not apply is wrong.

22  
23 **WHEREAS**, Convention delegates did not intend the language in article XXI section 7 to allow  
24 AFGE to deprive the individual of due process as described in article XXI section 7 i.e. striking  
25 arbitrators because they were removed from their Council Officer position by AFGE.

26  
27 **THEREFORE BE IT RESOLVED**, The removal/suspension of a council officer by AFGE will  
28 not deprive the council officer of the due process described in sec. 7 will be added to article XXI  
29 sec 7.

31 Committee Action: A Workshop Action: A Convention Action A

32 ( Adopt = A Combine = C aMend = M Fail = F )

33 Amendment:

1                   **ARTICLE XIII CHARGES FILED AGAINST A NATIONAL OFFICER**

2                                   **RESOLUTION # 1003**

3   **Submitted by**

4   **Council 214 (AFMC) and Local 911 (HUD, D-7)**

5  
6   **WHEREAS**, Article XIII SEC. 7(a). Charges filed against a National Officer of AFGE must be  
7 filed in writing with the National President and a copy thereof served by registered mail or  
8 personal service upon the officer charged.

9  
10 **WHEREAS**, Article XIII SEC. 7(b). The committee of investigation shall be appointed by the  
11 National President and shall consist of three members in good standing. The chairman of the  
12 committee shall be a National Officer and shall be the sole National Officer on the committee.

13  
14 **WHEREAS**, The current Constitution language allows the President to appoint members to the  
15 investigation committee based on the outcome the President desires.

16  
17 **WHEREAS**, There is no timeframe for the NP to appoint a committee of investigation. As such,  
18 the NP could, and has, in the past not appointed a committee until a year or more after charges  
19 have been filed or never appoints a committee.

20  
21 **WHEREAS**, There is no time limit for a committee of investigation to complete their  
22 investigation. As such, the investigation committee could take one or two years to complete the  
23 investigation or never.

24  
25 **WHEREAS**, Under the current Constitution language charges can be filed and an investigation  
26 committee never established and not be a violation of the Constitution.

27  
28 **WHEREAS**, Under the current Constitution language charges can be filed and an investigation  
29 committee established and never meet, never investigate, never do anything and not be in  
30 violation of the Constitution.

31  
32 **WHEREAS**, Charges have been filed against National Officers and no actions are taken by AFGE.

33  
34 **WHEREAS**, AFGE National Office has a well-established practice of not investigating charges  
35 filed against National Officers.

36  
37 **WHEREAS**, AFGE National Office has not /will not process charges filed by National Officers  
38 concerning the conduct of other National Officers.

39  
40 **THEREFORE BE IT RESOLVED**, when charges are filed concerning the conduct of a  
41 National Officer, the charges will be investigated by a committee of investigation comprised  
42 from AFGE members. The committee of investigation will be randomly selected from Local and  
43 Council Presidents from AFGE Locals, Councils or a combination of the two.

44  
45 **THEREFORE BE IT RESOLVED**, AFGE will contract with an independent company to make  
46 the random selections. AFGE will provide the independent company with a database containing  
47 all AFGE designated Local and Council numbers. AFGE will update the database in 3 month  
48 intervals.

49  
50 **THEREFORE BE IT RESOLVED**, Within 10 days of the charges being filed and received  
51 AFGE will request the independent company to provide a randomly selected list of five Locals,  
52 Council or a combination of the two designated local, Council number. The President or the  
53 President's designee of said Local or Council will serve on the committee of investigation. The  
54 independent company will provide AFGE with the requested information within 3 days. If a  
55 selected President cannot or does not want to participate for any reason AFGE will request a  
56 replacement number from the independent company within 5 days of being notified.

57  
58 **THEREFORE BE IT RESOLVED**, in the case of a National Vice President no Local in the  
59 National Officer's respective district will be selected.

60



61 **THEREFORE BE IT RESOLVED**, AFGE will notify the Local and or Council Presidents  
62 selected along with the contact information for the other members. The committee of  
63 investigation members will select a chairperson from the group and determine whether, face to  
64 face, phone, or Zoom meetings are required to conduct their investigation.

65  
66 **THEREFORE BE IT RESOLVED**, AFGE will provide the committee members with the  
67 charges filed.

68  
69 **THEREFORE BE IT RESOLVED**, The investigation Committee will have 45 days to  
70 investigate the charges and render a decision and recommendation. An extension of time up to 30  
71 additional days is permissible for the committee of investigation to render a decision, if it notifies  
72 the charging party and the NEC. The committee's decision and recommendation will be decided  
73 by a simple majority vote.

74  
75 **THEREFORE BE IT RESOLVED**, If the committee of investigation determines that: (1) Good  
76 and sufficient grounds for a charge do not exist, it shall refer the charge to the NEC with a  
77 recommendation that it be dismissed; (2) Good and sufficient grounds for a charge exist, but that  
78 no material facts are in dispute, it shall refer the charge to the NEC with a disciplinary action  
79 based on the Table of Potential Penalties contained in the AFGE Hearing Manual for Internal  
80 Disciplinary Trials, based on the investigative file; and (3) There are material facts in dispute, it  
81 shall refer the charge to a trial committee.

82  
83 **THEREFORE BE IT RESOLVED**, if a trial committee is required the trial committee will be  
84 established using the same process and procedures as the Investigation Committee.

85  
86 **THEREFORE BE IT RESOLVED**, The trial committee will render its decision within the  
87 same timeframe as the investigation committee.

88  
89 **THEREFORE BE IT RESOLVED**, All expenses/cost for the Committee of Investigation and  
90 Trial Committees will be shared equally by the National President's office and the respective

91 District funds or the general funds. As such no additional PCT will be required.

92

93 **THEREFORE BE IT RESOLVED**, AFGE staff will not assist or represent the accused in any  
94 proceedings. No AFGE funds will be used by the accused in their defense.

95

96 **THEREFORE BE IT RESOLVED**, A trial committee decision which results in a penalty  
97 imposed upon an individual, that individual may appeal to the next National Convention of  
98 AFGE under Article XXIII, Section 9, of the AFGE Constitution, provided, however, that the  
99 appeal is filed in writing, by certified or registered mail, with the National Secretary-Treasurer  
100 within 30 days of receipt of the notice of the decision to the NEC and charging party.

101

102 Committee Action: F Workshop Action: A Convention Action A  
103 ( Adopt = A Combine = C aMend = M Fail = F )

104 Amendment:

1 **ARTICLE IX EXPEDITED TRUSTEESHIP**

2 **RESOLUTION # 1004**

3 **Submitted by**

4 **Council 214 (AFMC) and Local 911 (HUD, D-7)**

5  
6 **WHEREAS**, Article IX section 5(a) authorizes the National President with NEC approval to  
7 place a Local or Council in Trusteeship.

8  
9 **WHEREAS**, Section 5(b)(1) In all cases but secession from AFGE or confirmed loss of  
10 leadership, or where the local or council fails to agree to mediation, the National President shall  
11 be authorized and empowered with the approval of the NEC, to place any council or local under  
12 trusteeship only after the following procedures have been followed:

13 (1) There will be mediation by a certified mediator, appointed by the National President and paid  
14 from the district in which the trusteeship is proposed. A council trusteeship will be paid by the  
15 Office of the National President. After mediation and conciliation has been exhausted to resolve  
16 any conflict;

17 (2) The Federation should then review the documentation created during the period for resolution  
18 and provide a copy to the NEC;

19 (3) After the review the disputed local should be notified within 120 days of the proposed notice  
20 to place a local in trusteeship and the reason why;

21 (4) That the Federation allow the local a response period after notification (no more than 30 work  
22 days) to state why it should not be placed in trusteeship;

23 (5) The Federation should then send a decision letter either sustaining or revoking a proposed  
24 notice of trusteeship;

25 (6) This proposed notice should first be served upon the Executive Board by certified mail.  
26

27 **WHEREAS**, In 2006 the NEC submitted a resolution entitled Simplify Trusteeship Procedures.  
28 The background Information that was provided by the NEC stated "Currently, the authority of  
29 the National President to impose trusteeship under Article IX, section 5(a) of the AFGE National  
30 Constitution is so restricted by the procedural requirements of Section 5(b) adopted by the 1997

31 National Convention, that no trusteeships have been imposed since August of 1997 except where  
32 there is secession or confirmed loss of leadership (three in the past nine years). The  
33 consequences of the 1997 Convention action include Locals that are unable to function, locals  
34 that are chronically delinquent in payment of per capita tax, locals that have gross administrative  
35 mismanagement, and locals with officers who embezzle dues monies."

36

37 **WHEREAS**, The Simplify Trusteeship Procedures, is now entitled expedited Trusteeship  
38 Process Article IX Section 5(b)(4)

39

40 **WHEREAS**, The delegates at the 1997 Convention passed the trusteeship procedures to protect  
41 Locals and Councils from questionable, un-needed, or retaliatory trusteeships.

42

43 **WHEREAS**, The procedures for placing a Local or Council in trusteeship under section S(b)(1)  
44 requires the cost of mediator/arbitrator to be paid by the District that the local is in, or the Office  
45 of National President if it is a Council. Under the Expedited Trusteeship process the National  
46 Office bills the Local or Council for Trusteeship expenses.

47

48 **WHEREAS**, Trusteeship has become a favorite method for the National Office to take control of  
49 a Local's financial assets, remove all elected officers, and put in place officers of their choice.  
50 More often than not locals are kept in trusteeship past the 12 months per the National  
51 Constitution.

52

53 **WHEREAS**, Expedited Trusteeship Section S {b}(S) says the National President shall appoint a  
54 three member Trusteeship hearing panel. For the person imposing the Trusteeship to also appoint  
55 the panel responsible for approving the Trusteeship is a basic Conflict of Interest.

56

57 **WHEREAS**, AFGE's Trusteeship Hearing Manual does not allow the Local or Council to know  
58 who the National Office witnesses will be or what documents will be presented at the hearing.  
59 No discovery! Not knowing the witnesses or what documents will be used impacts the Local or  
60 Council ability to prepare for the hearing.

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**WHEREAS**, removing a local or council autonomy should not be a simple process!

**WHEREAS**, AFGÉ Manual and Guide for the appointed Trustee states "remember you are the trustee and the decisions are yours to make. Do not get into the situation of taking votes,"

**WHEREAS**, The term Loss of Leadership is a reason and often used to place a Local in Trusteeship. However, there is no definition of what is a Loss of Leadership. Does Loss of Leadership mean the Loss of a Local President, Loss of Vice President, etc.

**WHEREAS**, Article IX Section 5(d) gives the National President authority to "suspend immediately any officer of an affiliate for serious misconduct, including but not limited to incompetence, negligence, or refusal to perform duties validly assigned, or any other offense, as described in Article XXIII, Section 2, where in his or her judgment the continuance in office of such officer would be inimical to the best interests of the Federation and its members."

**WHEREAS**, Article IX Section 5(d) gives the National President authority to remove the Local Officer responsible for all the issues described under Expedited Trusteeship.

**WHEREAS**, When a local is placed in trusteeship all elected officers are removed from office regardless if they had any knowledge or involvement in the alleged offense.

**WHEREAS**, AFGÉ now only uses the expedited process for placing locals in trusteeship.

**WHEREAS**, AFGÉ is abusing the authority granted to it by the delegates at the 2006 Convention.

**WHEREAS**, AFGÉ now places locals in trusteeship using the expedited process shortly before a local conducts elections, before District Caucuses, and National Conventions.

91 **WHEREAS**, AFGE now places locals in trusteeship using the expedited process purely for  
92 political reasons.

93

94 **WHEREAS**, AFGE places locals in trusteeship using the expedited process to cover up AFGE's  
95 failure to provide assistance to the Local.

96

97 **WHEREAS**, AFGE places locals in trusteeship using the expedited process for issues AFGE has  
98 known about for years before placing the local in trusteeship but failed to assist or work with the  
99 local about.

100

101 **WHEREAS**, AFGE places Locals in trusteeship for some of the same actions/failures the  
102 National Office commits.

103

104 ~~**THEREFORE BE IT RESOLVED**, The term Loss of Leadership shall be defined as the loss of  
105 no less than 50% of the Local's Executive Board in excess of six months.~~

106

107 **THEREFORE BE IT RESOLVED**, The suspension of local officers by AFGE does not  
108 constitute loss of leadership for imposing trusteeship.

109

110 ~~**THEREFORE BE IT RESOLVED**, That Expedited Trusteeship Article IX Section 5(b)(4),  
111 (b)(5), (b)(6) will be removed from the AFGE Constitution.~~

112

113 Committee Action:   M   Resolution review session Action:   A   Convention Action   A  

114 ( Adopt = A Combine = C aMend = M Fail = F )

115 Amendment: amended on page 14 by striking lines 104-105 and lines 110-111

1 **AFGE NATIONAL POLICY REGARDING COUNCIL LOCALS**

2 **RESOLUTION # 1005**

3 **Submitted by**

4 **Council 214 (AFMC) and Local 911 (HUD, D-7)**

5  
6 **WHEREAS,** A Council will have affiliate Locals for the most part in every district in the  
7 Federation.

8  
9 **WHEREAS,** Any action taken by AFGE National concerning a specific Council Local will have  
10 an impact on the Local's respective Council.

11  
12 **WHEREAS,** if the National President, NVP or the NEC believes a Council Local should be  
13 placed in Trusteeship, merged, disbanded, etc, notwithstanding other procedures in the  
14 Constitution or NEC policies the Local's Council should be notified. The Council should be  
15 provided the reasons and any pertinent documentation AFGE is using for the proposed action.

16  
17 **WHEREAS,** The Council should be allowed to comment on AFGE's proposed action before any  
18 action is taken.

19  
20 **WHEREAS,** The Council may be able to eliminate AFGE's concerns in a non- confrontational  
21 manner.

22  
23 **THEREFORE BE IT RESOLVED, AFGE's Policy shall be as follows;**

24  
25 **THEREFORE BE IT RESOLVED,** The Council President will be informed of any action the  
26 National President, NVP or the NEC are considering taking towards a Local of the respective  
27 Council. The Council should be provided the reasons and any pertinent documentation AFGE is  
28 using for the proposed action. The Council will be allowed to comment on AFGE's proposed  
29 action before any action is taken.

31 **THEREFORE BE IT RESOLVED**, AFGE and the Council will set a reasonable time for the  
32 Council to comment on AFGE's proposed action.

33

34 ~~**THEREFORE BE IT RESOLVED**, Any action taken by the NEC concerning a Council Local  
35 will require a 2/3 vote of the NEC.~~

36

37 Committee Action:   M   Workshop Action:   A   Convention Action   A  

38 ( Adopt = A Combine = C aMend = M Fail = F )

39 Amendment: Strike lines 34-35



1                   **ARTICLE XIII ANY AFFILIATE'S APPEAL TO NEC AS A WHOLE**

2                                   **RESOLUTION # 1006**

3   **Submitted by**

4                   **Council 214 (AFMC) Local 1395 (SSA, D-7) and Local 911 (HUD, D-7)**

5  
6   **WHEREAS**, Article XIII SEC. 8 states" Any affiliate of the Federation desiring assistance from  
7 the Federation in the adjustment of grievance or disputes shall submit to the National President  
8 the full certified statement of such grievance or dispute and shall receive within 20 days a  
9 decision from the National President as to whether the affiliate will be sustained. Such affiliate  
10 however, has the right of appeal to the NEC as a whole, provided such grievance or dispute is  
11 prepared by such affiliate and presented by its delegate or delegates in person at a meeting of the  
12 NEC or duly authorized committee of representatives thereof."

13  
14   **WHEREAS**, in person meetings of the NEC only occur 3-5 times a year.

15  
16   **WHEREAS**, currently the majority of NEC meetings have been zoom type meetings.

17  
18   **WHEREAS**, A duly authorized committee for any affiliate's appeal to the National President's  
19 decision is not defined or known.

20  
21   **WHEREAS**, There is no time limit for the NEC as a whole to make a decision on the affiliate's  
22 appeal.

23  
24   **WHEREAS**, Affiliate appeals are never addressed or take years to be addressed which may  
25 create internal issues for the affiliate or time makes the issue none reversible?

26  
27   **WHEREAS**, There is no requirement or opportunity for the affiliate to address the NEC or have  
28 NEC members ask the affiliate questions.

29  
30   **THEREFORE BE IT RESOLVED**, The affiliate can also email its request for assistance to the

31 entire NEC.

32

33 **THEREFORE BE IT RESOLVED**, The affiliate's representative shall have the opportunity to  
34 address the NEC as a whole, in person, via email or by zoom/video conference.

35

36 **THEREFORE BE IT RESOLVED**, The National President's office will contact the affiliate to  
37 determine if the affiliate's representative wants to address the NEC in person or by zoom. If by  
38 zoom / video conference the National President's office will make the appropriate arrangements.

39

40 **THEREFORE BE IT RESOLVED**, The NEC shall render a decision on the affiliate's appeal  
41 within 60 days unless agreed to otherwise by the affiliate.

42

43 **THEREFORE BE IT RESOLVED**, The affiliate can appeal the NEC's decision to the  
44 Delegates at the next Convention ~~as the first order of business~~ **on day one**.

45

46 ~~**THEREFORE BE IT RESOLVED**, All issues which have an appeal process to the AFGE  
47 Convention shall be the first order of business before the Convention Delegates.~~

48

49 Committee Action:   M   Resolution review session Action:   A   Convention Action   A  

50 ( Adopt = A Combine = C aMend = M Fail = F )

51 Amendment: amended on line 44 to strike “~~as the first order of business~~” and to add “**on day**  
52 **one**.” Strike lines 46 and 47. Amended to add to Constitution as Article XIII, Sec. 8(b).

1 **AFGE Y.O.U.N.G - FINANCIAL FUTURE 2**

2 **RESOLUTION # 1008**

3 **Submitted by**

4 **YOUNG, Human Rights Committee, and National Executive Council**

5  
6 **Whereas**, in accordance with AFGE's National constitution, Article **XXIV**, Section 1(b)(6),  
7 AFGE's Y.O.U.N.G. Program currently has 5 cents per member per year for a budget that equates  
8 to approximately \$15,000 a year, this program has been called a priority by the AFGE delegates  
9 at the 39th triennial convention, and

10 **Whereas**, this 5 cent per member per year is used by the Women's and Fair Practices Department  
11 for the branding and implementation of the AFGE National Y.O.U.N.G. program throughout the  
12 federation, and

13 **Whereas**, this 5 cent per member per year is not earmarked as for Y.O.U.N.G. Committee usage  
14 solely. As such there isn't any constant, consistent and level source of funding for Y.O.U.N.G.  
15 Representatives, and

16 **Whereas**, the National Y.O.U.N.G. Committee, and respective district coordinators, have been  
17 funded through generous contributions from Locals, Councils, and National Executive Council  
18 Members, and

19 **Whereas**, there is a strong need to ensure Y.O.U.N.G. Representatives are visible and accessible  
20 at local, district and national functions.

21 **Therefore be it resolved that**, AFGE Y.O.U.N.G. will be funded through a 5 cent per member  
22 per month **reallocation of existing general funds** (this would not require a per capita increase),  
23 which will be used to earmark funding for the National Y.O.U.N.G. Committee and AFGE  
24 Y.O.U.N.G. Program.

25  
26 Committee Action:   A   Workshop Action:   A   Convention Action   A  

27 ( Adopt = A Combine = C aMend = M Fail = F )

28 Amendment:

1 **REORGANIZATION OF AFGE HISCO CONSTITUENCY GROUP AND PROGRAM**

2 **AFGE HISPANIC COALITION**

3 **RESOLUTION # 1009**

4 **Submitted by**

5 **YOUNG, Human Rights Committee, and National Executive Council and Local 911 (HUD,**  
6 **D-7)**

7  
8 **Whereas,** AFGE's Hispanic Coalition (HISCO) began its inception as approved by the delegates  
9 during AFGE's National Convention in 1997, and

10  
11 **Whereas,** AFG E's Hispanic Coalition (HISCO) has been a vital and active coalition within  
12 AFGE that provides support for professional advancement, leadership development, educational  
13 opportunities for AFGE members of 1-hispanic or Latino origin, and the expansion of AFGE's  
14 political influence surrounding legislative and political action.

15  
16 **Whereas,** AFGE HISCO reflects the diversity that exists within the Hispanic/Latino community  
17 and, like AFG E's Y.O.U.N.G and PRIDE, HISCO advocates for equal rights and fair treatment of  
18 all workers, both within and outside the federal and DC governments.

19  
20 **Whereas,** throughout the past two decades AFGE HISCO has provided hospitality for AFGE  
21 events and raised awareness of issues of importance to Hispanics through its educational and  
22 cultural programs, has celebrated prominent Latino leaders such as Dolores Huerta and Cesar  
23 Chavez, and recognized AFGE members through its sponsorship of the Ade/ante Award for  
24 service to their union and their communities.

25  
26 **Whereas,** in the past AFGE HISCO board members worked tirelessly to lobby Members of  
27 Congress in support of a bilingual pay differential for federal and de government workers and  
28 have consistently demonstrated their ongoing commitment to AFGE by participating in agency-  
29 wide organizing campaigns and mobilizing members to action on a broad array of political  
30 issues.

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**Whereas,** AFGE HISCO has collaborated with the Women's and Fair Practices Departments, the AFL-CIO Constituency Groups such as: the Labor Council for Latin American Advancement (LCLAA), Asian Pacific American Labor Alliance (APALA), Coalition of Black Trade Unionists (CBTU), as well as YOUNG and PRIDE, to help ensure that AFGE HISCO will continue to be a strong voice for a diverse and inclusive labor movement.

**Whereas,** the AFGE Delegates approved funding at the 1997 National Convention and again at the 2006, National Conventions as outlined in accordance with the AFGE National Constitution under Article XXIV (Revenues), Section 1 (b)(3) And 1 (b)(4). These committee appropriations currently amount to \$35,000 as allocated within AFGE's 2022 Annual Budget for AFGE HISCO, LEOSC, FFSC, NC, AND

**Whereas,** these appropriated funds have been utilized on an annual basis to ensure the purpose and duty of each committee (AFGE's HISCO, LEOSC, FFSC, NC) have been fulfilled in accordance with the AFGE National Constitution, each respective group's charter/bylaws, and in accordance with AFGE Policy, AND

**Whereas,** these appropriated funds have also been used to cover the associated cost for programming needs, business related travel expenses, training events and requests, educational and organizing materials, and other goals and initiatives that are implemented by each respective Group to ensure the advocacy and representation of AFGE Members who identify within these groups. AND

**Whereas,** AFGE HISCO has been in-active since March 2020 and there has been no goals or strategies presented to AFGE's National Executive Council to date, AND

**Whereas,** AFGE HISCO was initially established to be administered by the National President's Office upon its creation in 1997-2014, was later overseen by the Women's and Fair Practices Departments from 2015 through 2019, and then moved back to the National President's Office in

61 March 2020, AND

62

63 **Therefore, Be It Resolved** that AFGE's HISCO be permanently placed under the Women's and  
64 Fair Practices Departments as a Constituency Group and Program, and all current funding as  
65 established under AFGE's National Constitution shall be administered by the National Vice  
66 President for Women's and Fair Practices and approved in accordance with AFGE's National  
67 Constitution, the Constituency Group's Bylaws, and AFGE Policy.

68

69 Committee Action: A Workshop Action: A Convention Action A

70 ( Adopt = A Combine = C aMend = M Fail = F )

71 Amendment:

1 **REMOTE – ONLINE MEETINGS (VTC)**

2 **RESOLUTION # 1015**

3 **Submitted by**

4 **Local 2617 (TSA, D-2)**

5  
6 **WHEREAS** the Federation’s current Constitution Article 13, page 20 states:

7  
8 “SEC. 12(c). NEC meetings normally should be held at the AFGE National Headquarters,  
9 Washington, D.C., except during the AFGE National Conventions, and except that the NEC is  
10 authorized to convene in a regular meeting outside of Washington, D.C., providing such a  
11 meeting costs no more than convening a regular NEC meeting in Washington, D.C. All NEC  
12 meetings shall be open "sunshine" meetings to the Federation, and advance notice to locals and  
13 councils of the location of NEC meetings will be published by the Federation. Whenever a  
14 majority of the NEC gathers in the same location to address business of the Federation, such  
15 gathering will be considered a meeting pursuant to this Section. All NEC committee meetings  
16 also will be considered meetings pursuant to this Section, with the exception of the Legal Rights  
17 Committee when dealing with individual legal rights matters. Members may participate in the  
18 debate of issues and motions before the NEC. Any member attending the NEC meeting should be  
19 allowed up to three minutes to express comments for the good of the Federation”.

20  
21 **WHEREAS** the Federation Constitution may be amended by this Convention pursuant to Article  
22 XXVIII, and

23  
24 **THEREFORE, SHALL IT BE RESOLVED** that Article 13, page 20 be amended, and the  
25 following language be added as follows:

26  
27 SEC.12(d). The President or by majority request of the NEC shall conduct meetings by remote,  
28 electronic means (VTC). All E-meetings shall be conducted using media source (VTC  
29 equipment) that is readily accessible to all who wish to participate. The method of these meetings  
30 shall provide participants with the opportunity to hear and speak to each other and shall allow for

31 accurate recording of meeting minutes. All notices of such meetings shall include instructions on  
32 how to participate (join) in the meetings and accepted conduct during said meetings.

33

34 Committee Action: F Workshop Action: A Convention Action A

35 ( **A**dopt = A **C**ombine = C **a**Mend = M **F**ail = F )

36 Amendment:



1 **EXECUTIVE SESSION**

2 **RESOLUTION # 1016**

3 **Submitted by**

4 **Local 2617 (TSA, D-2)**

5  
6 **WHEREAS** the Federation Constitution may be amended by this Convention pursuant to Article  
7 XXVIII, and

8  
9 **THEREFORE**, shall the following language be added below Article XIII, National Executive  
10 Council, page 20, Section 12 (c) as follows:

11  
12 SEC. 12(d). Executive Session may be used to “consider matters relating to individual  
13 employees or members, proprietary information, litigation and other matters requiring the  
14 confidential advice of counsel, commercial or financial information obtained from a person on a  
15 privileged or confidential basis, or the purchase of property or services whenever the premature  
16 exposure of such purchase would compromise the business interest of the federation.” Minutes  
17 taken in these sessions shall be separate from the regular sessions. The NEC shall be the  
18 authority to invoke an executive session and when to return to regular session consistent with  
19 this section and pursuant to Robert’s Rules procedures.

20  
21 Committee Action:   F   Workshop Action:   A   Convention Action   A  

22 ( Adopt = A Combine = C aMend = M Fail = F )

23 Amendment:

1           **REMOTE – ONLINE MEETINGS (VTC) STANDARD LOCAL CONSTITUTION**

2   **RESOLUTION # 1018**

3   **Submitted by**

4   **Local 2617 (TSA, D-2)**

5  
6   **WHEREAS** the Federation’s current Constitution, “Standard Local Constitution”, Appendix B,  
7 Article XI, Bylaws state:

8  
9   SECTION 1. The local shall establish bylaws, establishing among other things the frequency and  
10 location of regular meetings, provisions for calling special meetings, a regular order of business,  
11 provisions for a quorum, the date, manner and location of nominations and elections, and other  
12 operating procedures of the local.

13  
14   **WHEREAS** pursuant to Article XXVIII of the Federation’s Constitution, the above section shall  
15 be amended with the following language added (underlined):

16  
17   SECTION 1. The local shall establish bylaws, establishing among other things the frequency and  
18 location of regular meetings, provisions for calling special meetings, a regular order of business,  
19 provisions for a quorum, the date, manner and location of nominations and elections, and other  
20 operating procedures of the local. All meetings, subject to approval by the local President or by  
21 majority vote of the Executive Board, conduct said meetings by electronic means (VTC) or both  
22 in-person & VTC (hybrid).

23  
24                   Committee Action: \_F\_   Workshop Action: \_A\_   Convention Action \_A\_

25                                   ( Adopt = A   Combine = C   aMend = M   Fail = F )

26   Amendment:

1                   **REMOTE – ONLINE MEETINGS (VTC) MODEL LOCAL BYLAWS**

2                                   **RESOLUTION # 1019**

3   **Submitted by**

4                                   **Local 2617 (TSA, D-2)**

5  
6   **WHEREAS** the Federation’s current Constitution, “Standard Local Constitution”, Appendix B,  
7   MODEL LOCAL BYLAWS states:

8  
9   SEC. 2(b). The meetings shall be held (choose one: at a time and place selected by the local or  
10 the meetings shall be held at \_\_ (location), commencing at \_\_ (time)).

11  
12   **WHEREAS** pursuant to Article XXVIII of the Federation’s Constitution, the above section shall  
13 be amended with the following language added (underlined):

14  
15   SEC. 2(b). The meetings shall be held (choose one: at a time and place selected by the local or  
16 the meetings shall be held at \_\_ (location), commencing at \_\_ (time)). Meetings may also be  
17 conducted by electronic means (VTC) or both in-person and VTC (hybrid).

18  
19                   Committee Action: \_F\_   Workshop Action: \_A\_   Convention Action \_A\_

20                                   ( Adopt = A   Combine = C   aMend = M   Fail = F )

21   Amendment:

1 **NEC RECORDING POLICY**

2 **RESOLUTION # 1022**

3 **Submitted by**

4 **Local 906 (VA, D-9) and Local 911 (HUD, D-7)**

5  
6 **WHEREAS**, the AFGE National Constitution is silent on recording at meetings including NEC  
7 Meetings.

8  
9 **WHEREAS**, the debate over transparency has historically monopolized the time to discuss and  
10 debate amendments or resolutions at the National Convention.

11  
12 **WHEREAS**, AFGE General Counsel interprets the National Constitution to read that the NEC  
13 cannot interpret the National Constitution, but only make policy that does not conflict with the  
14 National Constitution.

15  
16 **WHEREAS**, the AFGE NEC crafted a policy prohibiting the recording of NEC meetings.  
17 Seemingly counter to the will of Convention Delegates in the prior Conventions.

18  
19 **WHEREAS**, Congress hearings are recorded by multiple news sources, the NEC makes a  
20 recording of the meetings for their own records, the National Constitution requires notes be  
21 mailed to all local/council leaders, and there is no other reasonable or foreseeable reason as to  
22 why non-executive session discussion, debate, and voting should be recorded.

23  
24 **THEREFORE BE IT RESOLVED**, that the NEC Recording Policy be immediately stricken.

25  
26 **THEREFORE BE IT RESOLVED**, the AFGE National Constitution, Article 13, Section 12(d)  
27 be added to read "There will be no prohibition of recording of NEC Sunshine Meetings."  
28

29 Committee Action:   F   Workshop Action:   A   Convention Action   A    
30 ( Adopt = A Combine = C aMend = M Fail = F )

31 Amendment:

1 **NEC MEETING INTERPRETATION**

2 **RESOLUTION # 1023**

3 **Submitted by**

4 **Local 906 (VA, D-9) and Local 911 (HUD, D-7)**

5  
6 **WHEREAS**, the AFGE National Constitution states in Article 13 Section 12(c), "NEC meetings  
7 normally should be held at the AFGE National Headquarters, Washington, D.C., except during  
8 the AFGE National Conventions, and except that the NEC is authorized to convene in a regular  
9 meeting outside of Washington, D.C., providing such a meeting costs no more than convening a  
10 regular NEC meeting in Washington, D.C."

11  
12 **WHEREAS**, Nothing in the AFGE National Constitution explicitly states these meetings must  
13 be "in- person".

14  
15 **WHEREAS**,AFGE General Counsel interprets the National Constitution to read that the NEC  
16 cannot interpret the National Constitution, but only make policy that does not conflict with the  
17 National Constitution.

18  
19 **WHEREAS**,AFGE General Counsel also interpreted the National Constitution to imply that  
20 NEC Meetings must be "in-person" for discussion, debate, motions, and/or voting, despite  
21 Constitutional silence on these topics.

22  
23 **WHEREAS**, Virtual meetings have occurred widespread during the COVID Pandemic, proving  
24 that not only are these methods viable, but in most cases are more cost effective and inclusive  
25 than previously portrayed.

26  
27 **THEREFORE BE IT RESOLVED**, that the Sunshine portions of NEC meetings should be  
28 streamed virtually for all AFGE members to participate.

29  
30 **THEREFORE BE IT RESOLVED**, the AFGE National Constitution, Article 13, Section 12(e)

31 be added to read "Nothing in this section should be interpreted to eliminate the option of virtual  
32 attendance and participation to NEC Meetings"

33  
34 **THEREFORE BE IT RESOLVED**, the AFGE National Constitution, Article 13, Section 12(c)  
35 be amended to read "NEC meetings normally should be held at the AFGE National  
36 Headquarters, Washington, D.C., except during the AFGE National Conventions, and except that  
37 the NEC is authorized to convene in a regular meeting outside of Washington, D.C., providing  
38 such a meeting costs no more than convening a regular NEC meeting in Washington, D.C. All  
39 NEC meetings shall be open "sunshine" meetings to the Federation, and advance notice to locals  
40 and councils of the location of NEC meetings will be published by the Federation. Virtual  
41 attendance of AFGE Members shall be allowed at all NEC Meetings. Whenever a majority of the  
42 NEC gathers in the same location to address business of the Federation, such gathering will be  
43 considered a meeting pursuant to this Section. All NEC committee meetings also will be  
44 considered meetings pursuant to this Section, with the exception of the Legal Rights Committee  
45 when dealing with individual legal rights matters. Members, including virtual participants, may  
46 participate in the debate of issues and motions before the NEC. Any member attending the NEC  
47 meeting should be allowed up to three minutes to express comments for the good of the  
48 Federation."

49  
50 Committee Action:   M   Workshop Action:   A   Convention Action   A    
51 ( **A**dopt = A **C**ombine = C **aM**end = M **F**ail = F )

52 Amendment:

1                                   **MAXIMIZING NEC MEETING ATTENDANCE EFFICIENCY**

2   **RESOLUTION # 1024**

3   **Submitted by**

4   **Local 906 (VA, D-9) and Local 911 (HUD, D-7)**

5  
6   **Whereas**, the AFGE National Constitution requires NEC meetings to be "sunshine" meetings,  
7   with AFGE Members optional participation.

8  
9   **Whereas**, the cost of travel, lodging, per diem, and use of leave from AFGE Members is not de  
10   minimus when attending said NEC Meetings.

11  
12   **Whereas**, NEC agendas are crafted prior to the meeting, and the official agenda is approved at  
13   the beginning of each meeting.

14  
15   **Whereas**, Executive Sessions are only to be called for issues inextricably linked to staff  
16   concerns, PII, PHI, etc.

17  
18   **Whereas**, there is no time limit, schedule, or process on entering and exiting Executive Session,  
19   where members are barred from attending and/or providing input.

20  
21   **Whereas**, this lack of process/procedure requires AFGE Members to loiter in the "waiting room"  
22   for anywhere from a few minutes to in many cases 4+ hours.

23  
24   **Therefore Be It Resolved**, Any issue that knowingly requires Executive Session should be  
25   scheduled for a block time at either the beginning or the end of any day of the NEC meetings.

26  
27   **Therefore Be It Resolved**, any issue that delves into needing Executive Session should be tabled  
28   until the following block time at either the end of the current day, or the beginning of the following  
29   day.



31 **Therefore Be It Resolved,** These blocks of time will be followed as scheduled, and no other  
32 agenda items will be discussed during these blocks. This allows for AFGE Members who attend  
33 NEC meetings to handle other obligations, contacting congressional leaders, handling  
34 local/council/district issues, all while not missing any topics open to Members.

35

36 Committee Action: F Workshop Action: A Convention Action A

37 ( Adopt = A Combine = C aMend = M Fail = F )

38 Amendment:

1 **NEC MEETING TIME LIMITS**

2 **RESOLUTION # 1025**

3 **Submitted by**

4 **Local 906 (VA, D-9) and Local 911 (HUD, D-7)**

5  
6 **WHEREAS**, the AFGE National Constitution states in Article 13 Section 12(c), "Any member  
7 attending the NEC meeting should be allowed up to three minutes to express comments for the  
8 good of the Federation".

9  
10 **WHEREAS**, Nothing in the AFGE National Constitution explicitly states these time limits apply  
11 outside of "comments for the good of the Federation" topic.

12  
13 **WHEREAS**, AFGE General Counsel interprets the National Constitution to read that the NEC  
14 cannot interpret the National Constitution, but only make policy that does not conflict with the  
15 National Constitution.

16  
17 **WHEREAS**, AFGE General Counsel also interpreted the National Constitution to imply that the  
18 aforementioned time line applies to debate and discussion, but only enforceable upon Members  
19 who are not members of the NEC.

20  
21 **WHEREAS**, The AFGE National Constitution is silent on differing time limits between NEC  
22 members and other members of the Federation.

23  
24 **THEREFORE BE IT RESOLVED**, that any time limits on expression should be equally levied  
25 across the board.

26  
27 **THEREFORE BE IT RESOLVED**, the AFGE National Constitution, Article 13, Section 12(c)  
28 be amended to read "NEC meetings normally should be held at the AFGE National  
29 Headquarters, Washington, D.C., except during the AFGE National Conventions, and except that  
30 the NEC is authorized to convene in a regular meeting outside of Washington, D.C., providing

31 such a meeting costs no more than convening a regular NEC meeting in Washington, D.C. All  
32 NEC meetings shall be open "sunshine" meetings to the Federation, and advance notice to locals  
33 and councils of the location of NEC meetings will be published by the Federation. Whenever a  
34 majority of the NEC gathers in the same location to address business of the Federation, such  
35 gathering will be considered a meeting pursuant to this Section. All NEC committee meetings  
36 also will be considered meetings pursuant to this Section, with the exception of the Legal Rights  
37 Committee when dealing with individual legal rights matters. Members, may participate in the  
38 debate of issues and motions before the NEC. Any member attending the NEC meeting,  
39 **including all elected officers** should be allowed up to three minutes to express comments for the  
40 good of the Federation. **Time limits on discussion/debate shall be established following the**  
41 **adoption of the NEC agenda, for said meeting, by majority vote of the NEC, and shall be**  
42 **based on the volume of topics on the approved agenda. These time limits will apply to all**  
43 **participants including but not limited to AFGE Members, NVPs, NST, NP, etc."**

44

45 Committee Action: F Workshop Action: A Convention Action A

46 ( Adopt = A Combine = C aMend = M Fail = F )

47 Amendment:

1                   **POLICY RESOLUTION – CONSTITUTIONAL REMOTE MEETINGS**

2                                   **RESOLUTION # 1026**

3   **Submitted by**

4   **Local 1395 (SSA, D-7)**

5  
6   **WHEREAS**, during the pandemic Locals, Councils and the NEC have used many alternate  
7 methods to conduct the business of the Federation.

8  
9   **WHEREAS**, these methods were far more inclusive than any in person meetings,

10  
11   **WHEREAS**, the financial cost at all levels was reduced based on these alternate methods,

12  
13   **THEREFORE BE IT RESLOVED**, [sic] that Locals, Councils and the NEC will be allowed the  
14 option to conduct any and all meetings/conferences by alternate methods that include but are not  
15 limited to phone and internet applications, such as ZOOM, Microsoft Teams with notice to  
16 members.

17  
18                   Committee Action:   F     Workshop Action:   A     Convention Action   A  

19                                   ( Adopt = A   Combine = C   aMend = M   Fail = F )

20   Amendment:

1 **OPERATIONAL BUDGETS**

2 **RESOLUTION # 1027**

3 **Submitted by**

4 **Local 1395 (SSA, D-7)**

5  
6 **WHEREAS.** AFGE locals and councils establish yearly budgets that are approved by  
7 membership and/or elected executive board members,

8  
9 **WHEREAS,** locals and councils fund their operations by spending revenues in accordance with  
10 such budgets,

11  
12 **WHEREAS,** if due to unforeseen events locals and councils require budget adjustments to fund  
13 their operations, such adjustments are made pursuant to the approval of membership and/or  
14 executive boards.

15  
16 **WHEREAS,** Councils and locals provide periodic financial reports to their members informing  
17 them regarding the expenditure of budgeted and unbudgeted money,

18  
19 **WHEREAS,** the AFGE budget for 2022 allocates \$2.903 million to finance NEC operations,

20  
21 **WHEREAS,** NEC members are not required to create a budget for the revenue allocated for  
22 operational expenses,

23  
24 **WHEREAS,** no democratic approval mechanism exists in AFGE for budgeting the operational  
25 expense allocation,

26  
27 **WHEREAS,** the 2022 AFGE budget allocates \$532,000 for the President's operational expenses,  
28 \$90,000 for the operational expenses of the Secretary/Treasurer, \$169,000 for the operational  
29 expenses of the VP for Women's and Fair Practices, and \$2.129 million for the operational  
30 expenses of the 12 National Vice Presidents,

31  
32 **WHEREAS**, absent a requirement to budget operational expenses, it is next to impossible for the  
33 AFGE Secretary/Treasurer to deny an expenditure unless it's illegal or violates an AFGE policy  
34 (e.g., travel reimbursements),

35  
36 **WHEREAS**, there is no required input or approval mechanism in advance of the budget year to  
37 guide NEC members on how to spend operational expenses.

38  
39 **WHEREAS**, the operational expense revenue has been used in the past by NEC member(s) for  
40 questionable expenditures such as for car services, expensive dinners, parties, and football and  
41 baseball tickets,

42  
43 **WHEREAS**, the constitution already requires post expenditure reporting in 10 different  
44 spending categories,

45  
46 **THEREFORE BE IT RESLOVED**, [sic]once the NEC approves the national AFGE budget,  
47 NEC members will propose a budget for the planned use of the operational expense budget under  
48 their control. Such budget will project expenditures for the items that they currently must report  
49 quarterly post expenditure and will also list any other operational expenses outside of those  
50 categories that the NEC member proposes for the budget year,

51  
52 **THEREFORE BE IT RESLOVED**, [sic]that the proposed operational budget expenditures for  
53 the three elected national officers will be submitted to the NEC for approval,

54  
55 **THEREFORE BE IT RESLOVED**, , [sic] that district National Vice Presidents (NVPs) will  
56 submit their proposed budgets to Local Presidents who represent members in their districts. A  
57 meeting of locals that represent members in each district will be scheduled before the budget  
58 year so that locals can provide input on each operational budget proposal. The NVPs will give  
59 serious consideration for the input given and submit final operational expense budgets to the  
60 NEC for approval,

61  
62 **THEREFORE BE IT RESLOVED**, [sic]that the National Secretary/Treasurer will monitor and  
63 approve operational budget expenditures by NEC members as long as such expenditures are in  
64 accordance with the respective approved operational budget categories and amounts and comply  
65 with AFGE policy and the law and federal regulations. The AFGE President will monitor and  
66 approve operational expense expenditures by the National Secretary/Treasurer and will apply the  
67 same criteria as that applied to the rest of the NEC,

68  
69 **THEREFORE BE IT RESLOVED**, [sic] that operational budget expenditures by the (three) 3  
70 national officers will be reported quarterly in the same manner as expenditures are reported by  
71 the NVPs,

72  
73 **THEREFORE BE IT RESLOVED**, [sic] that any proposed adjustments to the operational  
74 expense budget by the 3 national officers will require submission of such proposed adjustments  
75 to the NEC for approval,

76  
77 **THEREFORE BE IT RESLOVED**, [sic] that prosed [sic] adjustments to operational budgets for  
78 NVPs will require convening another meeting of locals that represent members in the respective  
79 NVP's district to permit input on the proposed amendments to the operational expense budget.  
80 The NVP will give serious consideration of the proposed amendments and will submit the final  
81 amended operational budget to the NEC for approval,

82  
83 **THEREFORE BE IT RESLOVED**, [sic] that all meetings conducted by NVPs with Locals  
84 under this policy will either be in person or virtual as determined by the NVP.

85  
86 **THEREFORE BE IT RESLOVED**, [sic] that all operational budgets for NEC members will be  
87 posted to the AFGE website and will be available for review by union members only.

88  
89 Committee Action:   F   Workshop Action:   A   Convention Action   A    
90 ( Adopt = A Combine = C aMend = M Fail = F )

91 Amendment:



1                   **LIMITING DEBATE ON PER CAPITA AND RESTRUCTURING**

2                                   **RESOLUTION # 1028**

3   **Submitted by**

4   **Local 911 (HUD, D-7) and Local 2499 (BP, D-7)**

5  
6   **WHEREAS**, the AFGE National Constitution may be amended only by a two-thirds vote of the  
7 delegates present at any National Convention of AFGE.

8  
9   **WHEREAS**, the debate over per capita has historically monopolized the time to discuss and  
10 debate amendments or resolutions at the National Convention.

11  
12   **WHEREAS**, AFGE General Counsel interprets the National Constitution to read that debate on  
13 per capita and restructuring is unlimited.

14  
15   **WHEREAS**, the AFGE National Constitution, Appendix A, Section 7 states that "Speeches from  
16 the floor shall be limited to three minutes but may be extended by unanimous consent. Debate on  
17 any main motion together with any secondary motions made during its discussion shall be  
18 limited to 30 minutes to be divided equally between the proponents and the opponents of the  
19 pending question, with the exception of per capita tax and restructuring debate, which time may  
20 be extended by a two-thirds vote of the National Convention."

21  
22   **WHEREAS**, delegates need to have the ability to make desired changes to the AFGE National  
23 Constitution.

24  
25   **THEREFORE BE IT RESOLVED**, that debate on per capita and restructuring must be limited  
26 so that the delegates have the ability to make desired changes to the AFGE National Constitution.

27  
28   **THEREFORE BE IT RESOLVED**, the AFGE National Constitution, Appendix A, Section 7  
29 will be amended to read "Speeches from the floor shall be limited to three minutes but may be  
30 extended by unanimous consent. Debate on any main motion together with any secondary

31 motions made during its discussion shall be limited to 30 minutes to be divided equally between  
32 the proponents and the opponents of the pending question, which time may be extended by a  
33 two-thirds vote of the National Convention."

34

35 **THEREFORE BE IT RESOLVED**, debate on per capita and restructuring will be limited to 30  
36 minutes to be divided equally between the proponents and the opponents of the pending  
37 question, unless the time is extended by a two-thirds vote of the National Convention.

38

39 **WHEREAS**, the AFGE National Constitution may be amended only by a two-thirds vote of the  
40 delegates present at any National Convention of AFGE.

41

42 **WHEREAS**, the debate over per capita has historically monopolized the time to discuss and  
43 debate amendments or resolutions at the National Convention.

44

45 **WHEREAS**, AFGE General Counsel interprets the National Constitution to read that debate on  
46 per capita and restructuring is unlimited.

47

48 **WHEREAS**, the AFGE National Constitution, Appendix A, Section 7 states that "Speeches from  
49 the floor shall be limited to three minutes but may be extended by unanimous consent. Debate on  
50 any main motion together with any secondary motions made during its discussion shall be  
51 limited to 30 minutes to be divided equally between the proponents and the opponents of the  
52 pending question, with the exception of per capita tax and restructuring debate, which time may  
53 be extended by a two-thirds vote of the National Convention."

54

55 **WHEREAS**, delegates need to have the ability to make desired changes to the AFGE National  
56 Constitution.

57

58 **THEREFORE BE IT RESOLVED**, that debate on per capita and restructuring must be limited  
59 so that the delegates have the ability to make desired changes to the AFGE National Constitution.

60

61 **THEREFORE BE IT RESOLVED**, the AFGÉ National Constitution, Appendix A [sic], Section  
62 7 will be amended to read "Speeches from the floor shall be limited to three minutes but may be  
63 extended by unanimous consent. Debate on any main motion together with any secondary  
64 motions made during its discussion shall be limited to ~~30~~ 120 minutes to be divided equally  
65 between the proponents and the opponents of the pending question, which time may be extended  
66 by a two-thirds vote of the National Convention."

67  
68 **THEREFORE BE IT RESOLVED**, debate on per capita and restructuring will be limited to ~~30~~  
69 120 minutes to be divided equally between the proponents and the opponents of the pending  
70 question, unless the time is extended by a two-thirds vote of the National Convention.

71  
72 Committee Action: \_F\_ Workshop Action: \_M\_ Convention Action \_A\_  
73 ( Adopt = A Combine = C aMend = M Fail = F )

74 Amendment: Lines 31 & 35, strike "30" and replace with "120."

1                   **RESOLUTION TO IMPROVE TRUSTEESHIP PROCESS RESOLUTION**

2                                   **RESOLUTION # 1029**

3   **Submitted by**

4   **Council 1 (DC Metro)**

5  
6   Whereas , AFGE Locals are placed into trusteeship often due to lack of training and knowledge  
7   for the principal officers.

8  
9   Whereas, Training and knowledge could be provided by the District or the National.

10  
11   Therefore be it resolved, Locals and Councils should be notified in writing when they are being  
12   considered for trusteeships; and

13  
14   Be it further resolved, that before trusteeship can be implemented training shall be offered within  
15   30 days after being notified of trusteeship consideration; and

16  
17   Be it further resolved, that AFGE shall give AFGE Locals a 60-day opportunity period to  
18   improve before placement into trusteeship unless it pertains to financial theft or embezzlement of  
19   union funds.

20  
21                   Committee Action:   A     Workshop Action:   A     Convention Action   A  

22                                   ( Adopt = A   Combine = C   aMend = M   Fail = F )

23   Amendment:

1                   **RESOLUTION TO IMPROVE THE AFGE DEATH BENEFITS PROGRAM**

2                                   **RESOLUTION # 1056**

3   **Submitted by**

4   **District 14**

5  
6    **Whereas**, the AFGE Death Benefit Program provides inadequate benefits with members over  
7 65 years of age receiving only \$1000 per unit of insurance; and

8  
9    **Whereas**, AFGE Death Benefit Locals pay extra per capita of \$1.05 for each unit of insurance;  
10 and

11  
12 **Whereas**, the cost of the current insurance is significantly less than the revenue generated  
13 resulting in an estimated windfall to the AFGE general fund of \$859,000 in 2020, \$848,000 in  
14 2021, \$819,000 in 2022, and,

15  
16 **Whereas**, a good death benefit program will help recruit new members and retain current and  
17 active and retired members;

18  
19 **Therefore, be it resolved**, that AFGE shall increase the Death Benefit to a minimum of  
20 \$5000 per unit of insurance, and

21  
22 **Be it further resolved**, that AFGE shall promote the program by developing promotional  
23 material and encouraging local unions participation, and

24 **Be it further resolved** that the National Executive Council shall review the program on an  
25 annual basis with the intent of improving the programs benefits if financially appropriate and  
26 report their findings to participating locals.

27  
28                   Committee Action:   A     Workshop Action:   A     Convention Action   A  

29                                   ( Adopt = A   Combine = C   aMend = M   Fail = F )

30 Amendment:

1 **WAIVING A RETIREE’S FIRST YEAR DUES**

2 **RESOLUTION # 1059**

3 **Submitted by**

4 **National Executive Council**

5  
6 **WHEREAS** AFGE established a Retiree Program at its convention in 2015;

7  
8 **WHEREAS** a member in good standing has paid dues for the duration of their membership;

9  
10 **WHEREAS** a member in good standing has supported AFGE in some cases 30 plus years;

11  
12 **WHEREAS** a member in good standing has to decide whether to remain a retired member or  
13 leave our great union;

14  
15 **WHEREAS** the purpose of keeping a retiree is union building, organizing, mobilizing and  
16 participating in activities, action, social and political functions;

17  
18 **WHEREAS** a member in good standing will be influenced to continue as a member if their first  
19 year as a retiree per capita is compensated for by AFGE;

20  
21 **WHEREAS** many members will want to remain a union member after being informed their first  
22 year as a retiree has their per capital compensated by AFGE;

23  
24 **THEREFORE BE IT RESOLVED** that in Article XXIV Section 1(a)(3) the per capita tax for a  
25 first year retiree member be waived by AFGE;

26  
27 **BE IT FURTHER RESOLVED** those locals that require additional dues at the local level may  
28 elect to waive the member’s first year additional dues locally.

29  
30 Committee Action:   A   Workshop Action:   A   Convention Action   A

31 ( **A**dopt = A   **C**ombine = C   a**M**end = M   **F**ail = F )

32 Amendment:

1                                   **UPDATING DUES COLLECTION LANGUAGE**

2                                   **RESOLUTION # 1061**

3                                   **Submitted by**

4                                   **National Executive Council**

5  
6   **WHEREAS** the AFGE National Constitution, Appendix B, Article IV, Section 2(c) states,  
7   “Local representatives, collectors, and shop stewards shall make remittance of all dues and  
8   initiation fees collected to the Treasurer within ten days and no later than the Tuesday of the last  
9   full workweek of the month;” and

10  
11   **WHEREAS** the methods of dues collection have dramatically changed over the time period;

12  
13   **THEREFORE BE IT RESOLVED** that Appendix B, Article IV, Section 2(c) be stricken.

14  
15                   Committee Action:   A     Workshop Action:   A     Convention Action   A  

16                                   ( Adopt = A   Combine = C   aMend = M   Fail = F )

17   Amendment:



1 **TRIENNIAL REPORTING OF CERTIFIED REPORTS**

2 **RESOLUTION # 1063**

3 **Submitted by**

4 **National Executive Council**

5  
6 **WHEREAS** Article IX (Duties of the National President), Section 9 states . . . “Copies of the  
7 certified balance sheets and revenue and expense statements from the annual audit reports  
8 covering the two immediately prior fiscal years shall be furnished to the president of the  
9 constituent locals of the Federation at least ten days prior to the triennial Convention;” and

10  
11 **WHEREAS** the AFGE National Convention is a triennial, not a biannual convention.

12  
13 **THEREFORE BE IT RESOLVED** that Article IX, Section 9 be amended to state . . . “Copies  
14 of the certified balance sheets and revenue and expense statements from the annual audit reports  
15 covering the ~~two~~ three immediately prior fiscal years shall be furnished to the presidents of the  
16 constituent locals of the Federation at least ~~ten~~ thirty days prior to the triennial Convention.”

17  
18 Committee Action: M Resolution review session Action: A Convention Action A

19 ( Adopt = A Combine = C aMend = M Fail = F )

20 Amendment: amended on line 16 to strike “~~ten~~” and to substitute “thirty.”

1 **APPROVAL OF OBLIGATIONS**

2 **RESOLUTION # 1064**

3 **Submitted by**

4 **National Executive Council**

5  
6 **WHEREAS** Article X (Duties of the National Secretary-Treasurer), Section 3 states that “The  
7 NST shall disburse monies of AFGE in payment of obligations incurred on behalf of the  
8 Federation after such obligations are approved by the National President or his or her duly  
9 authorized agent;”

10  
11 **WHEREAS** Article X, Section 3 further states that “Each check drawn upon the funds of the  
12 Federation shall be signed by the National President and countersigned by the NST;”

13  
14 **WHEREAS** both the National President and National Secretary-Treasurer must sign the Labor-  
15 Management report (LM-2);

16  
17 **WHEREAS** the National Secretary-Treasurer may not agree with payments approved by the  
18 National President;

19  
20 **WHEREAS** a second approver of expenditures provides additional controls;

21  
22 **THEREFORE BE IT RESOLVED** that Article X, Section 3 be amended to add the following  
23 sentence:

24  
25 **Any payment approved by the National President but not approved by the National Secretary-**  
26 **Treasurer shall be sent to the NEC for resolution.**

27  
28 Committee Action:   A   Workshop Action:   A   Convention Action   A  

29 ( Adopt = A Combine = C aMend = M Fail = F )

30 Amendment:



31                   Committee Action:   A     Workshop Action:   A     Convention Action   A    
32                               ( **A**dopt = A   **C**ombine = C   **a**Mend = M   **F**ail = F )  
33   Amendment:

1                                   **COMPUTER AND TECHNOLOGY APPROPRIATION**

2   **RESOLUTION # 1066**

3   **Submitted by**

4   **National Executive Council**

5  
6   **WHEREAS** Article XXIV (Revenues), Section 1(b) 2 and Section 1(b) 4 include appropriations  
7 for funds to “computer” and “computer overhaul of mainframe,” respectively;

8  
9   **WHEREAS** the appropriations for “computer” and “computer overall of mainframe” are used  
10 interchangeably;

11  
12   **THEREFORE BE IT RESOLVED** that the respective appropriations be combined and  
13 renamed to “*computer and technology*” appropriation.

14  
15                   Committee Action:   A     Workshop Action:   A     Convention Action   A  

16                                   ( Adopt = A   Combine = C   aMend = M   Fail = F )

17   Amendment:

1 **AMENDING THE STANDARD LOCAL CONSTITUTION TO PERMIT THE USE OF**  
2 **VIRTUAL/VIDEO/TELEPHONIC METHODS AND/OR PLATFORMS FOR LOCAL**  
3 **MEETINGS**

4 **RESOLUTION # 1068**

5 **Submitted by**

6 **National Executive Council**

7  
8 **WHEREAS** the Federation’s current Constitution, “Standard Local Constitution”, Appendix B,  
9 is silent on virtual/video/telephonic meetings, and during the COVID 19 Pandemic, many locals  
10 utilized virtual/video/telephonic meetings with great success. It would be ideal to include  
11 language in the standard constitution to allow for virtual/video/telephonic meetings to handle any  
12 and all local business.

13  
14 **WHEREAS** every local who wishes to continue to hold virtual/video/telephonic meetings, those  
15 locals may be required to change their bylaws.

16  
17 **WHEREAS** GCO guidance is that conducting virtual meetings, when not specifically approved  
18 in the bylaws of the local, would violate Robert’s Rule of Order.

19  
20 **WHEREAS** amending the standard local constitution to include language that would permit  
21 virtual/video/telephonic meetings would allow the locals to remain compliant with Robert’s Rule  
22 of Order without having to amend their bylaws.

23  
24 **THEREFORE IT BE RESOLVED** the Federation’s current Constitution, “Standard Local  
25 Constitution,” Appendix B shall be amended to add a new article and two sections to that new  
26 article. The following language will be added:

27  
28 **Article XII**

29 **Meetings**

31 Section 1

32

33 Meetings to address any and all local business may be held and conducted using any  
34 virtual/video/telephonic platform or method the local deems appropriate, in lieu of or in  
35 conjunction with any in-person meetings, so long as the meetings provide, at a minimum,  
36 conditions of opportunity for simultaneous communication among participating members  
37 equivalent to those of meetings held in one location.

38

39 Section 2. Where some local bylaws may require meetings of the local to occur at a specific  
40 physical location, it will be within the local president's authority, with consent and advice of  
41 the local executive board, to call for a meeting to be held and conducted using any  
42 virtual/video/telephonic platform, in lieu of or in conjunction with any in-person meetings, so  
43 long as the members receive notice, at least 10 days in advance of the meeting, to every  
44 member of the local.

45

46 Committee Action: \_A\_ Workshop Action: \_A\_ Convention Action \_A\_

47 ( Adopt = A Combine = C aMend = M Fail = F )

48 Amendment:





31 except during the AFGE National Conventions. **The NEC may also convene a regular meeting**  
32 **outside of Washington D.C., or through a suitable videoconferencing platform,** and except that  
33 the NEC is authorized to convene in a regular meeting outside of Washington, D.C., providing  
34 such a meeting costs no more than convening a regular NEC meeting in Washington, D.C. All  
35 NEC meetings shall be open "sunshine" meetings to the Federation, and advance notice to locals  
36 and councils of the location of NEC meetings will be published ~~and emailed to every member~~ by  
37 the Federation. Whenever a majority of the NEC ~~gathers~~ **convenes a meeting, via**  
38 **videoconference or in-person,** ~~in the same location to address~~ ~~/discuss~~ business of the  
39 Federation, such gathering will be considered a meeting pursuant to this Section.

40

41 All NEC committee meetings also will be considered meetings pursuant to this Section, with the  
42 exception of the Legal Rights Committee when dealing with individual legal rights matters.  
43 Members may participate in the debate of issues and motions before the NEC. Any member  
44 attending the NEC meeting should be allowed up to three minutes to express comments for the  
45 good of the Federation. **Additional time can be granted to any member by a majority vote of the**  
46 **NEC.**

47

48 Committee Action: \_M\_ Resolution review session Action: \_A\_ Convention Action \_A\_  
49 ( Adopt = A Combine = C aMend = M Fail = F )

50 Amendment: line 36 strike "~~and emailed to every member~~", line 37 strike "gathers" add  
51 "**convenes a meeting,**" line 38 strike "~~/discuss.~~"

1                   **MAINTAINING INTEGRITY OF ELECTED DELEGATES STATUS**

2                                   **RESOLUTION # 1077**

3   **Submitted by**

4   **Local 3511 (VA, D-10)**

5  
6    **Whereas:** The AFGE Constitution, Article VIII, Section 2(a), Election of Officers, specifies:  
7    “National Vice Presidents, Fair Practices Affirmative Action Coordinators, and National  
8    Women’s Advisory Coordinators are to be nominated and elected at a district caucus to be held  
9    within each respective district subsequent to April 30 and prior to June 1 of every third year  
10   beginning in 1990.”

11  
12   **Whereas:** Article VIII, Section 2(c) states that, “All delegates to district caucuses shall be elected  
13   by secret ballot by their respective locals in accordance with the AFGE Rules of Conduct for an  
14   Election as provided for in Appendix A of this Constitution.”

15  
16   **Whereas:** Article VIII, Section 2(d) further states that, “Locals in good standing within each  
17   district may participate through the medium of a delegate(s).

18  
19   **Whereas:** It is a well-established past practice of AFGE that participation in all aspects of the  
20   district election process involve only local delegates in “**good standing**” within their respective  
21   locals.

22  
23   **Whereas:** A more recent development in district caucuses has allowed for participation of non-  
24   local delegates from other districts to participate in the election process.

25  
26   **Whereas:** It should be noted that our National Officer’s elections require that only elected  
27   delegates, of their assigned districts, be permitted to participate in any aspects of the election  
28   process for that district.

29  
30    **THEREFORE, BE IT RESOLVED THAT:** Participation in all aspects of the of the caucus

31 election process (notwithstanding the ability to campaign) require the member to be a duly  
32 elected delegate to the caucus from his or her local only and be in good standing.

33

34 Committee Action: A Workshop Action: A Convention Action A

35 ( **A**dopt = A **C**ombine = C **a**Mend = M **F**ail = F )

36 Amendment

1 **WHISTLEBLOWER PROTECTION POLICY**

2 **RESOLUTION # 2003**

3 **Submitted by Local 2617 (TSA, D-2)**

4  
5 **WHEREAS**, IRS form 990 lines 13 and 14 instructions, page 24 state: “A whistleblower policy  
6 encourages staff and volunteers to come forward with credible information on illegal practices or  
7 violations of adopted policies of the organization, specifies that the organization will protect the  
8 individual from retaliation, and identifies those staff or board members or outside parties to  
9 whom such information can be reported”. AND.

10  
11 **WHEREAS** it also states: “Certain federal or state laws provide protection against  
12 whistleblower retaliation and prohibit destruction of certain documents. For instance, while the  
13 federal Sarbanes-Oxley legislation generally does not pertain to tax-exempt organizations, it does  
14 impose criminal liability on tax-exempt as well as other organizations for (1) retaliation against  
15 whistleblowers that report federal offenses, and (2) for destruction of records with the intent to  
16 obstruct a federal investigation. See 18 U.S.C. sections 1513(e) and 1519”.

17  
18 **THEREFORE**, this Federation shall adopt the following policy, effective immediately upon  
19 adoption by the 2022 AFGE National Convention. This policy shall apply to National and all  
20 Local’s and Councils.

21  
22 **AFGE Whistleblower Protection Policy**

23  
24 The Federation will not retaliate against a whistleblower. This includes, but is not limited to,  
25 protection from retaliation in the form of an adverse employment action such as termination,  
26 compensation decreases, or poor work assignments and threats of physical harm. Any  
27 whistleblower who believes he/she is being retaliated against must contact the appropriate  
28 authority immediately. The right of a whistleblower for protection against retaliation does not  
29 include immunity for any personal wrongdoing that is alleged and investigated.

30

31 A whistleblower is any person or entity within the Federation that reasonably believes has  
32 tangible evidence of any of the following: (1) a violation of law, rule, policy, or regulation, (2)  
33 gross negligence or mismanagement, (3) gross waste of funds or resources, (4) abuse of  
34 authority, or (5) a substantial and specific danger to public health or safety.

35  
36 A Federation official shall not retaliate because an employee or member engaged in other  
37 protected whistleblower activities, such as: (1) filing a complaint, grievance, or appeal to remedy  
38 whistleblowing reprisal (i.e., retaliation for whistleblowing); (2) testifying for or helping  
39 someone else with one of these activities; (3) cooperating with or disclosing information to the  
40 appropriate authority (or any other component responsible for internal investigation or review);  
41 or (4) refusing to obey an order that would require the employee to violate a law, rule, or  
42 regulation.

43  
44 Committee Action: \_\_\_ Workshop Action: \_\_\_ Convention Action \_\_\_  
45 ( Adopt = A Combine = C aMend = M Fail = F )

46 Amendment:

1                                   **RECOGNIZING VINCENT R. CASTELLANO, SR.**

2   **RESOLUTION # 2007**

3   **Submitted by**

4   **National Executive Council**

5  
6   **WHEREAS** Vincent R. Castellano, Sr. has been a member of AFGE Local 1778, McGuire Air  
7 Force Base, New Jersey, for 47 years, serving as Shop Steward, Chief Shop Steward, Vice  
8 President, Executive Vice President, President, and continues to be active as a Retiree Member.  
9

10 **WHEREAS** he enlisted and honorably served our country in the United States Air Force  
11 spending a total of 26 years of his life in active duty and as an Air Reserve Technician.  
12

13 **WHEREAS** he started his illustrious career with AFGE as a National Representative in 1993  
14 and served honorably in that capacity for 21 years.  
15

16 **WHEREAS** he was elected National Vice President of AFGE’s Second District in May of 2014  
17 and served honorably in that capacity for six years.  
18

19 **WHEREAS** he has, and continues to work tirelessly for the betterment of all members across  
20 AFGE in each of his different capacities for over 40 years.  
21

22 **THEREFORE, BE IT RESOLVED** that Vincent R. Castellano, Sr’s name be added to the List  
23 of Emeritus Officers of this Federation.  
24

25                   Committee Action: \_\_\_   Workshop Action: \_\_\_   Convention Action \_\_\_

26                                   ( Adopt = A   Combine = C   aMend = M   Fail = F )

27 Amendment:



1 **RECOGNIZING MICHAEL KELLY**

2 **RESOLUTION # 2009**

3 **Submitted by**

4 **National Executive Council**

5  
6 **WHEREAS** Michael C. Kelly has been a member of AFGE Local 0916, Tinker Air Force Base,  
7 for over 40 years serving in various positions;

8  
9 **WHEREAS** he enlisted and honorably served our country in the United States Army for six  
10 years with final rank as Staff Sergeant;

11  
12 **WHEREAS** he started his illustrious career with AFGE as a National Representative in 1996  
13 and served honorably in that capacity for 2 years.

14  
15 **WHEREAS** he was elected National Vice President of AFGE's Ninth District in May of 1999  
16 and served honorably in that capacity for the next 21 years ending October 2020.

17  
18 **WHEREAS** he has, and continues to work tirelessly for the betterment of all members across  
19 AFGE in each of his different capacities for over 40 years.

20  
21 **THEREFORE BE IT RESOLVED** that Michael C. Kelly's name be added to the List of  
22 Emeritus Officers of this Federation

23  
24 Committee Action: \_\_\_ Workshop Action: \_\_\_ Convention Action \_\_\_

25 ( Adopt = A Combine = C aMend = M Fail = F )

26 Amendment:



1 **RECOGNIZING GERALD D. SWANKE**

2 **RESOLUTION # 2010**

3 **Submitted by**

4 **National Executive Council**

5  
6 **WHERE AS**, Gerald D. Swanke has been a member of AFGE Local 3006, the Idaho National  
7 Guard for 40 years, serving 6 years as Chief Steward, 2 years as Vice President and 2 years  
8 President and as a retiree is currently serving as the Local's Treasurer.

9  
10 **WHERE AS**, he enlisted and honorably served our country in the United States Air Force as an  
11 Integrated Internal Navigation System Mechanic for 13 years.

12  
13 **WHERE AS**, he started his illustrious career with AFGE as a National Representative in 1993  
14 and served honorably in that capacity for 5 years.

15  
16 **WHERE AS**, he was elected National Vice President of AFGE's Eleventh District in March of  
17 1998 and severed honorably in that capacity for 22 years.

18  
19 **Where AS**, he has, and continues to work tirelessly for the betterment of all members across  
20 AFGE in each of his different capacities for over 40 years.

21  
22 **THEREFORE, BE IT RESOLVED** , that Gerald D. Swanke's name be added to the List of  
23 Emeritus Officers of this Federation.

24  
25 Committee Action: \_\_\_ Workshop Action: \_\_\_ Convention Action \_\_\_

26 ( Adopt = A Combine = C aMend = M Fail = F )

27 Amendment:



1                   **RESOLUTION ON STATEHOOD FOR THE DISTRICT OF COLUMBIA**

2                                   **RESOLUTION # 4001**

3                                   **Submitted by Council 1 (DC Metro)**

4  
5    *Whereas*, this nation is founded on the belief that all people are endowed with certain inalienable  
6 rights and that to secure these rights, governments are instituted, deriving their just powers from  
7 the consent of the governed; and

8  
9    *Whereas*, the rights of the residents of the District of Columbia are abridged when the U.S.  
10 Congress imposes its will on local matters and denies voting representation on federal issues in  
11 both houses of the U.S. Congress; and

12  
13   *Whereas*, the people of the District of Columbia bear all of the responsibilities of citizenship, but  
14 do not enjoy all of the rights of citizenship, including authority over state and local matters and  
15 representation in both houses of Congress, making the District, in effect, subordinate to  
16 Congressional jurisdiction; and

17  
18   *Whereas*, the District has a greater population, 693,000 people, than two states (Wyoming &  
19 Vermont); and

20  
21   *Whereas*, over 192,000 District residents have served in the armed forces and sacrificed for our  
22 country; and

23  
24   *Whereas*, there is a lack of equity in that only 11 of the current 100 Senators have a racial or  
25 ethnic minority background, and the diverse nature of the population of the District of Columbia  
26 makes it reasonable to assume that statehood would improve the diversity in the makeup of the  
27 U.S. Senate:

28  
29   *Therefore be it resolved* that the American Federation of Government Employees, AFL-CIO will  
30 include a question on DC Statehood in candidate surveys, will consider the position of political  
31 candidates on DC Statehood when making endorsements, will include as issue paper

1 regarding DC Statehood in materials for AFGE Legislative Conferences, and urge Congress to  
2 support granting the people of Washington, D.C. the full rights of American citizenship by  
3 making the residential and commercial areas of the District of Columbia the 51st State, while  
4 preserving a smaller federal district as the nation's capital.

5

6

7 Committee Action: A      Workshop Action: \_\_\_\_\_      Committee Action: \_\_\_\_\_

8

9                    (Adopt = A    Combine = C    aMend = M    Fail = F)

10

11

12 Amendment:



1 Amendment: On line 14-15, delete “Green New Deal” and add “to reduce carbon emissions”

2

3



1 Columbia law. Specifically, AFGE does publicly support that OPM, in consultation with the  
2 President, delete responsible off-duty, cannabis use, where legal at the state level or in the  
3 District of Columbia, from its suitability criteria, 5 CFR § 731.202, and delete the cannabis-  
4 related questions from the SF85, SF8SP, SF86, and e-QIP. (This would also require a conforming  
5 amendment to Executive Order 12564, "Drug-free Federal workplace.")

6

7 Committee Action: A      Workshop Action: \_\_\_\_\_      Committee Action: \_\_\_\_\_

8

9                    (Adopt = A    Combine = C    aMend = M    Fail = F)

10

11

12 Amendment: